



Monterey County

Board Report

Legistar File Number: 21-219

Item No.

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

March 16, 2021

Introduced: 3/5/2021

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Amend P-210 Lactation in the Workplace Policy, including title change to Lactation Accommodation While at Work Policy; and
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to delete Section B.18 Lactation in the Workplace; and
- c. Direct the Human Resources and Health Departments to take the necessary actions to implement the policy.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend P-210 Lactation in the Workplace Policy, including title change to Lactation Accommodation While at Work Policy; and
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to delete Section B.18 Lactation in the Workplace; and
- c. Direct the Human Resources and Health Departments to take the necessary actions to implement the policy.

SUMMARY/DISCUSSION:

On April 3, 2018, the Board of Supervisor approved the current Lactation in the Workplace Policy which provides guidelines for promoting a breastfeeding friendly work environment. On October 10, 2019, Governor Gavin Newsom signed into Law SB 142 which creates new lactation accommodation requirements.

To ensure the County's Lactation Policy is following current State and federal laws, the Human Resources Department collaborated with the Office of the County Counsel and Health Department to review and update P-210 Lactation in the Workplace Policy as indicated in Attachments A and B.

Listed below are the proposed policy changes:

- Retitle the policy to Lactation Accommodation While at Work to ensure the policy supports employees who are working from home;
- Establish a process for an employee to make a lactation accommodation request;
- Identify the need for departments to provide employees with a private lactation space, near the employee's workplace, with specific features as required by law;
- A statement about an employee's right to request lactation accommodation, an employer's obligation to respond to the request and a statement about an employee's right to file a complaint with the Labor Commissioner for any violation of the law.

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Additionally, the Human Resources Department recommends amending the Monterey County Personnel Policies and Practices Resolution (PPPR) No.98-394 to delete Section B.18 Lactation in the Workplace as specified in Attachment C, because Section B.18 has been replaced by Policy P-210.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department collaborated with the Office of the County Counsel and Health Department to develop the proposed policy revisions.

FINANCING:

There are no anticipated costs associated with this recommendation.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:

- Board Report
- A - Lactation Accommodation While at Work Redline
- B - Lactation Accommodation While at Work
- C - PPPR Redline
- D - Resolution